DOCUMENT RESUME

ED 284 369 EA 019 594

TITLE NAIS Member School Tuition Fees, Teacher Salaries, Administrator and Staff Salaries, 1986-87. NAIS Statistics, Fall 1986.

INSTITUTION National Association of Independent Schools, Boston, Mass.

PUB DATE 86

NOTE 44p.

AVAILABLE FROM Order Department, National Association of Independent Schools, 18 Tremont Street, Boston, MA 02108 ($7.50 members--20% discount on 5 or more copies; $50.00 nonmembers).

PUB TYPE Statistical Data (110) -- Reports - Research/Technical (143)

EDRS PRICE MF01 Plus Postage. PC Not Available from EDRS.

DESCRIPTORS *Administrators; Beginning Teachers; Boarding Schools; Coeducation; Day Schools; *Educational Finance; Elementary Secondary Education; Expenditures; Foreign Countries; *Private Schools; Promotion (Occupational); *Salaries; Salary Wage Differentials; *School Personnel; School Surveys; Single Sex Schools; *Tuition

IDENTIFIERS Canada

ABSTRACT

This report is compiled from information provided by National Association of Independent Schools member schools in a 1986 survey of school tuitions and staff salaries. Of the 900 schools in the United States and Canada that were surveyed, 853, or 94.8 percent, responded. The report is organized in five sections. Section 1 summarizes survey results from 1985-86 to 1986-87 on median school tuitions; tuition increases from 1977-78 to 1986-87; median teacher salaries, 1985-86 to 1986-87; median administrator and staff salaries and housing benefits, 1986-87; median school head salaries and housing benefits, 1986-87; and median assistant head salaries and housing benefits in 1986-87. Tuition fees in 1986-87 for girls' schools, boys' schools, and coeducational schools by grade, and geographic area are presented in section 2. Section 3 details teacher salaries by school type and area, and salary ranges. Information on administrator and staff salaries in 1986-87 is discussed in section 4, including salaries for school presidents, school heads, business officers, admission officers, deans of students, athletic directors, librarians, and department heads. The final section provides data from Canadian schools for 1986-87 concerning tuition fees and teacher and administrator salaries. The report offers 35 tables of data and a glossary of terms. (CJH)

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NAIS STATISTICS FALL 1986

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NAIS Member School Tuition Fees Teacher Salaries Administrator and Staff Salaries 1986-87

- Day student median tuition up 8.7 per cent over 1985-86
- Boarding student median tuition up 8.8 per cent for grades 9 and 12 over 1985-86
- Median teacher's salary up 7.5 per cent over 1985-86
- Median head's salary up 8.4 per cent over 1985-86

This report presents data collected in the annual NAIS survey of member school tuitions and salaries conducted in May and June of 1986. Of the 900 schools in the United States and Canada that were surveyed, 853, or 94.8 per cent, responded. Data from 15 schools for special needs students in the U.S. are excluded from the report, and data from the 28 Canadian schools responding to the survey are presented separately and reported in Canadian dollars. All data are for the 1986-87 school year.

NAIS also surveys member schools each fall to collect data on enrollments, number of teachers and administrators, and financial operations. These data are published each spring.

Additional copies of this report are available from the Order Department, NAIS, 18 Tremont St., Boston MA 02108, as follows: NAIS member, $7.50 per copy (20 per cent discount on 5 + copies); NAIS nonmember, $50.00 per copy.

EA 019 594

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GEOGRAPHIC AREAS

New England	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
East	New Jersey, New York
Middle Atlantic	Delaware, District of Columbia, Maryland, Pennsylvania, Virginia
Southeast	Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, Tennessee
Midwest	Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, West Virginia, Wisconsin
Southwest	Arizona, Arkansas, Colorado, Kansas, Louisiana, New Mexico, Oklahoma, Texas
West	Alaska, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington, Wyoming

GLOSSARY OF TERMS

Boarding schools	Schools enrolling 95 per cent or more boarding students
Boarding-day schools	Schools enrolling between 50 and 94 per cent boarding students, with the balance day
Day schools	Schools enrolling 95 per cent or more day students
Day-boarding schools	Schools enrolling between 51 and 94 per cent day students, with the balance boarding
Elementary schools	Schools with students in any grade PS-9, but none in grades 10-PG (PS-6, K-9, 6-9)
Secondary schools	Schools with students in any grades 10-PG, but none in grades PS-6 (7-12, 9-12, 7-PG)
Elementary-secondary schools	Schools with students in any grades PS-6 and any grades 10-PG (K-12, 5-12, 1-10)

1. Summary of Survey Results

Independent schools exhibit a wide diversity of organizational structures and statistical profiles. The most common terms of classification used throughout this report are defined in the glossary of terms opposite, along with a list of the states that make up the seven geographic areas of the U.S. as defined by NAIS. Median figures are generally used in this report to summarize the data because medians are less sensitive to extreme variations in the data than arithmetic means and, at least for large groups of schools, are a better indicator of central tendency. Where medians are presented for small groups of schools, however, fairly wide fluctuations in the figures from year to year can be expected, and the same is true for the percentiles that are presented in the sections on teacher and administrator salaries. The median, the central value in an ordered array of values, shows the point at which half of the values in the data set are smaller and half are larger. The arithmetic mean, or average, is obtained by summing all values and dividing the sum by the number of elements in the data set.

Tuition fees

Median tuitions by grade in U.S. active member schools are given in Table 1. The table shows that median tuition increases for 1986-87 over the previous year range from about 6 to 11 per cent for day students and between 8 and 9 per cent for boarding students in grades 9 and 12. (Boarding tuition figures are for seven-day programs and include room and board charges.) The average increase in the median tuition, weighted according to the number of schools reporting, is 8.7 per cent for day students across all grades for which data are collected and 8.8 per cent for boarding students in grades 9 and 12. These figures are down from the average increases reported in 1985, when day tuitions were up by 9.7 per cent and boarding tuitions by 9.3 per cent. While the median boarding tuition increase for grade 6 is a moderate 5 per cent, the small number of schools reporting grade 6 boarding tuition may result in wide fluctuations of the median figure from year to year. Figures for 1985-86 have been adjusted to exclude schools for special needs students.

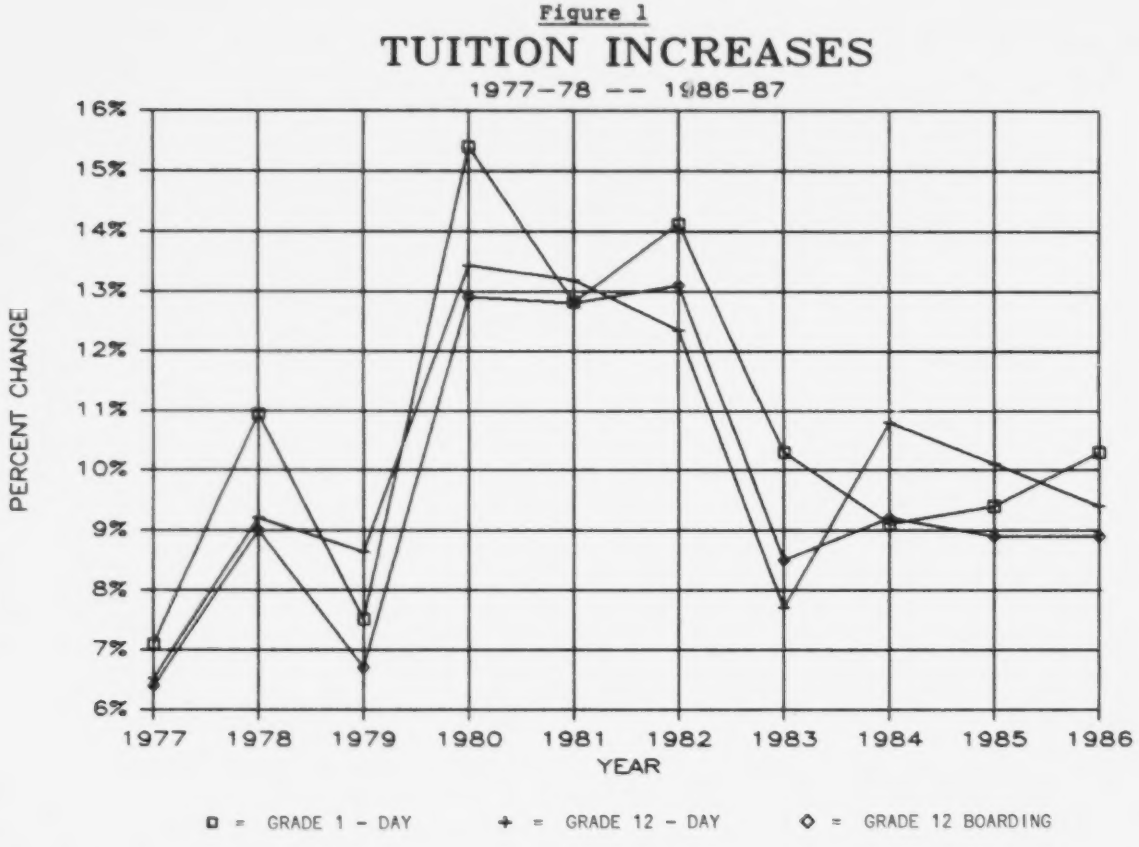
Table 1. Median Tuitions, 1985-86 - 1986-87
(U.S. active member schools)

Grade	1985-86 No. schools	1985-86 Median tuition	1986-87 No. schools	1986-87 Median tuition	Per cent change
Day tuition					
PS	128	3,310	137	3,557	7.5
K	312	3,400	351	3,770	10.9
1	453	3,605	467	3,975	10.3
3	457	3,900	473	4,200	7.7
6	504	4,434	528	4,718	6.4
9	610	5,300	621	5,750	8.5
12	557	5,300	569	5,800	9.4
Boarding tuition					
6	26	9,400	29	9,850	4.8
9	210	10,195	209	11,085	8.7
12	205	10,100	205	11,000	8.9

Data published by NAIS have been used in Figure 1 to obtain a trend analysis of median day student tuition increases in grades 1 and 12 and grade 12 boarding tuitions for the ten-year period 1977-78 through 1986-87. The graph shows that increases in median tuitions climbed steeply in the early 1980s and have since declined. Median tuition figures for 1977-78 through 1983-84 were obtained by averaging median tuitions previously published by type of school and geographic area; true median figures were used for 1984-85 through 1986-87.

More detailed data on tuitions are presented in the tables in Section 2.

Figure 1



Teacher salaries

All U.S. and Canadian schools were asked to report their highest, median, mean, lowest, and starting cash salaries for teachers in 1986-87. Schools were instructed to report only full-time teachers, but to include personnel such as department chairmen whose primary responsibility is teaching. Part-time teachers, teacher aides and assistants, teacher interns, and personnel whose primary responsibilities are administrative or in the area of instructional support (librarians, counselors, etc.) were to be excluded. Reported salaries were not to include housing allowances or compensation for summer school employment. Finally, church-related schools were instructed to exclude stipends or token salaries paid to teachers who are members of religious orders and whose services are largely donated.

Table 2 presents median teacher salary data in U.S. active member schools for 1985-86 and 1986-87 by school type, student type, and by area. In each category, the median of reported median salaries was used. The median teacher salary among the 727 schools reporting increased from $18,700 for 1985-86 to $20,100 for 1986-87, or 7.5 per cent, which matches the increase reported in 1985.

In reading the geographic area section of Table 2, it should be kept in mind that the mix of school types varies from region to region and affects the overall median salaries. Boarding and boarding-day schools make up almost 38 per cent of the reporting schools in New England, while the proportion of these types of schools in the other regions ranges from 10 per cent in the Southeast to 19 per cent in the Midwest.

Because the survey was conducted in May and June, before many schools had completed hiring for the new school year, schools were instructed to report teacher salaries on the basis of teachers already hired for 1986-87. Schools were also asked to indicate whether or not they still had full-time teaching positions to fill, and if so, how many. Of the 768 schools responding to these questions, 504 (65.6 per cent) indicated that hiring was not completed. These 504 schools had hired 18,780 teachers and had 1,297 positions yet to be filled.

Additional data on teacher salaries can be found in Section 3.

Table 2. Median Teacher Salaries, 1985-86 - 1986-87
(U.S. active member schools)

	1985-86		1986-87		
	No. schools	Median salary	No. schools	Median salary	Per cent change
By school type					
Boarding	34	15,800	33	17,000	7.6
Boarding-day	111	16,700	118	17,975	7.6
Day	512	19,400	544	21,300	9.8
Day-boarding	70	17,653	62	19,271	9.2
By student type					
Girls' schools	97	18,983	103	20,440	7.7
Boys' schools	76	20,018	85	21,459	7.2
Coed schools	554	18,400	569	20,000	8.7
By area					
New England	149	18,000	156	19,535	8.5
East	116	19,500	122	21,426	9.9
Middle Atlantic	138	18,400	146	19,625	6.7
Southeast	102	17,900	103	19,000	6.1
Midwest	83	19,000	88	20,360	7.2
Southwest	56	19,745	57	21,216	7.4
West	83	21,472	85	22,943	6.9
All schools	727	18,700	757	20,100	7.5

Administrator and staff salaries

Median cash salaries paid to administrators and other personnel are presented in Table 3, as reported by U.S. active member schools. Salaries by school type and school size are shown in section 4 of this report. Schools were instructed to report only full-time cash salaries. Church-related schools were asked to exclude personnel who receive stipends or token salaries not commensurate with those paid other administrators in the school. In many schools administrators perform more than one role; in such cases schools were instructed to report salaries only once, according to the position of primary responsibility. Where more than one person holds a particular title, schools were asked to report the highest salary.

Table 3. Median Cash Salaries, Administrators and Staff, 1986-87
(U.S. active member schools)

Position	Number	Median salary
Head	660	$ 53,000
Associate head	58	37,500
Assistant head	268	34,802
Upper school head	333	35,700
Middle school head	317	32,000
Lower school head	350	32,850
Business officer	625	33,000
Development officer	526	30,000
Admission officer	502	27,500
Financial aid officer	38	27,400
Alumni officer	182	21,850
Dean of students	288	28,000
Director of studies	258	29,803
Athletic director	538	26,064
Librarian	579	21,000
College counselor	343	27,500
Academic department head	236	30,000

It should be noted that salary data for upper, middle, and lower school heads present a special problem. Some elementary schools report upper school head salaries and some secondary schools report lower school head salaries, contrary to conventional usage, by which "upper" and "lower" schools commonly denote secondary and lower elementary grades, respectively. No attempt has been made in the present report to identify and exclude these anomalous salaries.

Table 4 compares school head salaries for 1985-86 and 1986-87 by school type, student type, and by area. The median school head salary for 1986-87 is $53,000, up by 8.4 per cent over last year.

Table 4. Median School Head Salaries, 1985-86 - 1986-87
(U.S. active member schools)

	1985-86		1986-87		
	No. schools	Median salary	No. schools	Median salary	Per cent change
By school type					
Boarding	29	39,600	29	48,500	22.5
Boarding-day	105	48,400	106	51,000	5.4
Day	486	50,000	479	53,000	6.0
Day-boarding	54	45,000	46	54,000	20.0
By student type					
Girls' schools	87	48,000	84	50,575	5.4
Boys' schools	69	55,400	66	57,250	3.3
Coed schools	518	48,000	510	53,000	10.4
By area					
New England	141	46,200	144	52,000	12.6
East	117	53,500	113	57,000	6.5
Middle Atlantic	121	47,500	128	52,159	9.8
Southeast	90	47,500	81	50,000	5.3
Midwest	76	49,750	76	52,750	6.0
Southwest	51	52,042	46	55,000	5.7
West	78	51,250	72	55,075	7.5
All schools	674	48,913	660	53,000	8.4

Housing benefits

The usefulness of cash salary data for comparison purposes is limited in the absence of information such as other forms of compensation, job experience, and professional qualifications. Data on housing benefits for teachers and administrators were collected in conjunction with salaries for 1986-87 to provide some additional information.

To determine the extent to which NAIS schools offer housing benefits to teachers, and what the effect on teacher salaries might be, schools were asked to report the total number of full-time teachers hired as of completion of the survey form and, of these, the number who would receive either school-provided housing at no cost to the teacher or housing assistance in the form of a stipend, rent discount or subsidy, or other type of housing assistance during the 1986-87 school year. Schools were also asked to provide the same information for each administrator whose cash salary was reported.

Teachers. Returns from 748 active member schools who reported all of the relevant data show that 277, or 37.0 per cent, of the schools provide either school housing or housing assistance to one or more teachers. A total of 27,328 full-time teachers were reported by the 748 schools, with 3,989 (14.6 per cent) receiving school-provided housing and 720 (2.6 per cent) receiving some form of housing assistance. Twenty-four schools indicated that all of their full-time teachers receive school-provided housing. An additional 26 schools indicated that either school housing or housing assistance is provided to all teachers.

Among schools that reported no housing or housing assistance for teachers, the median teacher salary for 1986-87 is $21,000, compared to a median salary of $19,199 for teachers in schools with housing or housing assistance for one or more teachers. The median salary in the 50 schools reporting that housing benefits are provided to all of their full-time teachers is $16,500.

Administrators and staff. Median cash salaries for 1986-87 are presented in relation to housing data for administrators and staff in Table 5. The table indicates the number of administrators and staff who receive either school-provided housing or housing assistance, as well as the number who receive no housing benefits. Median cash salaries for each group, according to position, are also presented. It can be seen that, in general, cash salaries for administrators who receive no housing benefits are higher than for those who receive housing provided by the school. This is not true, however, for school heads, business officers, or development officers. The table shows, for example, that 45 per cent of heads of reporting schools have housing provided by the school and that the median salary for this group of 297 school heads is $55,000, well above the median salary for the 310 school heads who receive no housing benefits. These data may indicate that, in general, housing benefits have less impact on cash salaries for heads, business officers, and development officers than for other school personnel. Another perhaps surprising outcome is that the median salaries of the much smaller numbers of administrators who receive "housing assistance" are, for most positions, higher than the median salaries of those who receive no housing benefits. Housing assistance apparently is most often offered by schools whose cash salaries are comparatively high.

Table 5. Cash Salaries and Housing, Administrators and Staff, 1986-87
(U.S. active member schools)

	Provided by school			Housing assistance			No housing benefit		
Position	No.	% of total	Median salary	No.	% of total	Median salary	No.	% of total	Median salary
Head	297	45.0	55,000	53	8.0	56,500	310	47.0	50,135
Associate head	23	39.7	36,925	2	3.4	45,320	33	56.9	38,000
Assistant head	79	29.5	32,004	10	29.5	34,930	179	66.8	35,500
Upper school head	43	12.9	34,440	19	5.7	42,200	271	81.4	35,500
Middle school head	31	9.8	30,700	10	3.2	34,805	276	87.1	32,000
Lower school head	20	5.7	28,500	5	1.4	36,250	325	92.9	32,700
Business officer	81	13.0	39,000	22	3.5	45,000	522	83.5	32,500
Devel. officer	68	12.9	34,250	14	2.7	36,875	444	84.4	30,000
Admission officer	119	23.7	26,300	16	3.2	27,750	367	73.1	28,000
Fin. aid officer	18	47.4	23,000	0	--	--	20	52.6	29,375
Alumni officer	36	19.8	21,450	6	3.3	22,775	140	76.9	22,000
Dean of students	105	36.5	25,100	10	3.5	31,600	173	60.1	29,880
Dir. of studies	83	32.2	26,500	6	2.3	35,825	169	65.5	31,400
Athletic director	115	21.4	22,700	13	2.4	27,500	410	76.2	26,738
Librarian	51	8.8	18,700	15	2.6	23,250	513	88.6	21,000
College counselor	65	19.0	23,750	9	2.6	28,300	269	78.4	27,500
Acad. dept. head	54	22.9	26,000	9	3.8	28,200	173	73.3	31,500

Table 6 presents data on housing for heads by type of school. As expected, housing is provided for most of the heads of schools with boarding programs (157, or 86.7 per cent, of the 181 boarding, boarding-day, and day-boarding schools reporting). Of the 479 day schools reporting, 140 (29.2 per cent) provide housing for heads, and these schools tend to be the larger day schools, as can be seen from the mean enrollment figures. The table also shows that a significant number of day school heads receive housing assistance. Table 7 presents the same data for assistant heads for comparison purposes. (To protect confidentiality, salary figures are not given in Tables 6 and 7 where less than five schools in a given category reported.)

Table 6. Median Head Salaries and Housing Benefits, 1986-87

School type	Provided by school	Housing assistance	No housing benefit
Boarding			
Number of schools	28	0	1
Mean enrollment	203	--	--
Median salary	47,750	--	--
Boarding-day			
Number of schools	94	3	9
Mean enrollment	259	253	186
Median salary	52,750	--	43,000
Day			
Number of schools	140	50	289
Mean enrollment	511	408	395
Median salary	57,750	56,750	50,270
Day-boarding			
Number of schools	35	0	11
Mean enrollment	471	--	343
Median salary	53,000	--	56,000

Table 7. Median Assistant Head Salaries and Housing Benefits, 1986-87

School type	Provided by school	Housing assistance	No housing benefit
Boarding			
Number of schools	9	1	2
Mean enrollment	285	--	172
Median salary	31,000	--	--
Boarding-day			
Number of schools	46	4	11
Mean enrollment	241	211	287
Median salary	30,451	--	31,500
Day			
Number of schools	14	5	158
Mean enrollment	533	689	420
Median salary	35,250	42,600	36,050
Day-boarding			
Number of schools	10	0	0
Mean enrollment	269	--	--
Median salary	32,625	--	--

2. Tuition Fees, 1986-87

The tables in this section present day and boarding tuitions by grade and geographic area for the 1986-87 school year for girls', boys' and coeducational active member schools in the U.S. All day student tuitions are for full-time programs. Boarding student tuitions are for seven-day programs and include room and board charges.

Table 8. Tuition Fees of Girls' Schools, 1986-87

	Grade	No.	Range	Median
Girls'/day tuition				
New England	PS	3	3,625- 5,200	4,000
	K	4	3,850- 5,200	4,300
	1	5	4,350- 5,200	4,570
	3	5	4,895- 5,700	5,150
	6	9	5,760- 8,800	6,300
	9	17	1,850- 8,800	7,000
	12	17	1,850- 8,800	7,100
East	PS	5	2,630- 5,600	3,500
	K	10	1,950- 7,300	4,257
	1	14	2,200- 7,300	4,850
	3	13	2,100- 7,400	5,300
	6	13	2,100- 8,600	6,300
	9	18	2,200- 8,800	6,387
	12	18	2,200- 8,800	6,387
Middle Atlantic	PS	3	3,500- 5,200	3,950
	K	8	2,550- 4,725	3,675
	1	11	3,225- 4,925	4,200
	3	12	3,225- 5,950	4,625
	6	16	2,795- 7,275	5,107
	9	27	2,450- 7,500	5,595
	12	27	2,450- 7,500	5,595
Southeast	PS	1	2,636	2,636
	K	2	2,423- 2,704	2,563
	1	4	2,375- 3,252	2,914
	3	4	2,600- 3,536	2,914
	6	6	2,600- 3,850	3,189
	9	9	2,950- 4,950	3,700
	12	10	2,950- 4,950	3,727

	Grade	No.	Range	Median
Girls'/day (cont.)				
Midwest	PS	4	2,500- 4,130	3,475
	K	6	2,850- 4,750	4,215
	1	7	3,375- 5,010	4,300
	3	7	3,375- 5,185	4,750
	6	7	3,700- 6,250	5,078
	9	11	1,480- 6,650	4,950
	12	11	1,480- 7,150	4,950
Southwest	PS	1	3,155	3,155
	K	2	3,600- 4,387	3,993
	1	3	4,095- 5,000	4,155
	3	3	4,095- 5,000	4,480
	6	3	4,750- 5,900	4,920
	9	5	1,300- 6,030	5,350
	12	5	1,300- 6,030	5,350
West	PS	3	2,200- 4,200	3,780
	K	5	2,200- 4,200	3,700
	1	7	3,600- 4,500	3,800
	3	7	3,600- 4,500	4,200
	6	9	3,600- 5,400	4,700
	9	14	3,750- 6,650	5,475
	12	14	3,750- 6,650	5,475
Girls'/boarding tuition				
New England	9	8	11,500-12,400	12,150
	12	8	11,500-12,400	12,150
East	9	2	11,900-12,000	11,950
	12	3	11,900-12,600	12,000
Middle Atlantic	9	11	9,800-12,500	12,000
	12	11	9,800-12,700	12,000
Southeast	6	1	8,100	8,100
	9	3	8,100-10,300	8,500
	12	4	8,100-10,300	8,475
Midwest	9	4	5,700-11,085	6,900
	12	4	5,700-11,085	6,900
Southwest	9	2	6,300-12,370	9,335
	12	2	6,300-12,370	9,335

	Grade	No.	Range	Median
Girls'/boarding (cont.)				
West	9	4	10,450-13,895	12,150
	12	4	10,450-13,895	12,150

Table 9. Tuition Fees of Boys' Schools, 1986-87

	Grade	No.	Range	Median
Boys'/day tuition				
New England	K	2	3,950- 4,200	4,075
	1	3	3,950- 5,300	4,700
	3	3	4,740- 5,300	5,150
	6	8	4,680- 7,600	6,500
	9	15	3,370- 8,500	7,000
	12	11	3,370- 8,500	7,000
East	PS	1	3,500	3,500
	K	3	3,500- 5,200	5,170
	1	8	2,975- 6,000	5,850
	3	9	2,975- 6,490	6,200
	6	11	3,175- 7,100	6,300
	9	11	4,175- 7,600	7,150
	12	8	4,175- 7,480	6,750
Middle Atlantic	K	4	3,200- 4,500	3,950
	1	7	3,400- 5,300	4,100
	3	9	3,400- 6,475	4,350
	6	11	2,830- 7,100	5,430
	9	20	2,650- 7,100	5,650
	12	20	2,650- 7,100	5,750
Southeast	1	1	2,400	2,400
	3	1	2,690	2,690
	6	2	2,690- 2,800	2,745
	9	5	3,100- 5,115	3,650
	12	4	3,100- 5,115	3,725
Midwest	K	1	3,600	3,600
	1	2	4,200- 4,250	4,225
	3	2	4,200- 4,250	4,225
	6	4	3,790- 5,810	4,987
	9	7	2,225- 6,000	4,250
	12	7	2,225- 6,000	4,250

	Grade	No.	Range	Median
Boys'/day (cont.)				
Southwest	1	1	5,150	5,150
	3	1	5,150	5,150
	6	2	3,630- 6,200	4,915
	9	2	4,055- 6,850	5,452
	12	2	4,055- 6,850	5,452
West	K	1	4,150	4,150
	1	2	3,800- 4,150	3,975
	3	2	4,150- 4,400	4,275
	6	2	4,750- 4,800	4,775
	9	2	3,350- 6,000	4,675
	12	2	3,350- 6,000	4,675
Boys'/boarding tuition				
New England	3	1	6,300	6,300
	6	5	6,300-13,500	12,600
	9	8	9,830-13,500	12,000
	12	5	11,100-12,000	11,900
East	6	3	4,500-10,400	8,500
	9	3	7,875-11,975	10,200
	12	3	7,875-11,975	10,200
Middle Atlantic	6	2	5,500- 7,225	6,362
	9	14	2,000-11,750	9,815
	12	14	2,000-11,750	9,915
Southeast	6	1	8,000	8,000
	9	4	6,950-10,300	8,700
	12	3	6,950-10,300	9,400
Midwest	6	3	7,990- 8,750	8,100
	9	6	7,575- 9,550	8,425
	12	6	7,575- 9,550	8,425
Southwest	9	1	10,020	10,020
	12	1	10,020	10,020
West	9	1	7,350	7,350
	12	1	7,350	7,350

Table 10. Tuition Fees of Coeducational Schools, 1986-87

	Grade	No.	Range	Median
Coed/day tuition				
New England	PS	8	3,024- 5,400	3,875
	K	34	2,400- 5,570	4,000
	1	53	2,300- 6,100	4,350
	3	53	2,300- 6,100	4,700
	6	61	2,300- 7,800	5,610
	9	102	1,900- 9,250	6,662
	12	82	2,400- 9,250	6,910
East	PS	27	2,860- 6,200	4,500
	K	61	2,850- 6,745	4,650
	1	65	2,850- 7,450	4,850
	3	65	3,050- 7,450	5,200
	6	74	3,750- 8,270	5,987
	9	76	3,800- 8,630	6,760
	12	68	3,800- 8,630	6,875
Middle Atlantic	PS	22	2,200- 5,914	3,200
	K	66	1,800- 6,825	3,350
	1	78	1,800- 6,825	3,765
	3	78	1,800- 6,825	3,925
	6	81	1,800- 6,825	4,160
	9	61	2,260- 7,100	5,250
	12	54	2,260- 7,225	5,475
Southeast	PS	20	1,134- 3,700	2,600
	K	45	1,500- 4,050	2,700
	1	72	1,835- 4,450	2,985
	3	72	1,835- 4,450	2,985
	6	74	1,947- 5,545	3,250
	9	78	2,077- 6,400	3,866
	12	72	2,149- 6,400	3,826
Midwest	PS	20	2,300- 4,875	3,800
	K	40	2,350- 5,775	3,922
	1	51	2,400- 5,775	3,950
	3	53	2,400- 5,775	4,175
	6	53	2,675- 7,050	4,550
	9	54	2,950- 7,480	5,345
	12	52	2,950- 7,480	5,390

	Grade	No.	Range	Median
Coed/day (cont.)				
Southwest	PS	9	2,250- 3,800	2,750
	K	22	2,250- 5,100	3,425
	1	31	1,750- 6,700	3,850
	3	32	1,750- 6,700	3,800
	6	37	2,000- 6,700	4,075
	9	39	2,226- 7,100	5,050
	12	37	2,226- 7,100	5,050
West	PS	10	2,800- 5,650	3,765
	K	35	2,350- 5,400	3,985
	1	42	2,350- 5,600	4,075
	3	42	2,350- 5,600	4,125
	6	45	2,350- 6,200	4,500
	9	48	3,450- 9,000	6,200
	12	48	3,450- 9,000	6,200
Coed/boarding tuition				
New England	K	1	11,550	11,550
	1	1	11,550	11,550
	3	2	11,100-11,550	11,325
	6	7	9,900-13,600	11,550
	9	58	7,975-14,750	11,860
	12	56	8,075-14,750	11,810
East	6	2	7,700-12,800	10,250
	9	14	7,700-12,000	10,800
	12	14	7,700-12,000	10,800
Middle Atlantic	9	11	9,000-11,250	10,200
	12	11	9,000-11,250	10,200
Southeast	9	14	6,090-10,300	8,897
	12	14	6,090-10,300	8,897
Midwest	1	1	9,850	9,850
	3	1	9,850	9,850
	6	1	9,850	9,850
	9	13	7,760-11,600	10,800
	12	13	7,760-11,600	10,800
Southwest	3	1	11,500	11,500
	6	3	7,570-11,500	8,745
	9	13	5,400-11,880	11,500
	12	13	5,400-11,880	11,500

	Grade	No.	Range	Median
Coed/boarding (cont.)				
West	3	1	11,665	11,665
	6	1	11,665	11,665
	9	15	6,700-13,350	12,150
	12	15	6,700-13,350	12,150

3. Teacher Salaries, 1986-87

Tables 11-13 present teacher salaries reported by U.S. active member schools for 1986-87. Where type of school is indicated, day schools include day-boarding schools, and boarding schools include boarding-day schools. The number of schools reporting is indicated on the left in each table.

Beginning teachers, whose salaries are reported in Table 11, are those holding a bachelor's degree or equivalent and with no previous teaching experience.

Table 12 reports cash salaries for teachers by type of school and by area. To ensure confidentiality, data are not reported for categories of schools with less than five schools. The salaries reported in the "high" column represent the highest of all the high salaries reported, and the salaries in the "low" column represent the lowest of all the low salaries reported in each category. The "median" figure is the median of all reported median salaries, and the "mean" figure is the mean of all reported mean salaries in each category. The "beginning teachers" figure is the median of reported beginning teacher salaries.

Table 11. Cash Salaries for Beginning Teachers, 1986-87

Schools		Range	Median
78	Girls' day	8,000-20,000	15,000
24	Girls' boarding	9,500-15,800	12,500
48	Boys' day	8,768-23,500	15,750
35	Boys' boarding	9,000-20,000	12,000
304	Coed day	8,000-20,500	14,842
159	Coed day elementary	6,000-20,208	14,000
92	Coed boarding	6,700-15,650	11,000
740	Total		

Table 12. Teacher Salaries by School Type and Area, 1986-87

	High	Median	Mean	Low	Beginning teachers
Girls' day					
12 New England	40,000	20,306	21,083	12,000	14,000
16 East	43,000	19,871	21,552	11,800	15,850
19 Middle Atlantic	36,500	21,158	20,517	8,000	15,000
6 Southeast	28,000	17,680	18,639	12,500	14,000
9 Midwest	38,460	22,269	22,625	13,090	15,000
16 West	41,000	22,222	23,294	14,000	16,538
78 Total					

Table 12. Teacher Salaries by School Type and Area, 1986-87 (cont.)

	High	Median	Mean	Low	Beginning teachers
Girls' boarding					
6 New England	33,194	20,750	18,614	10,650	10,825
9 Middle Atlantic	34,500	16,750	17,944	10,000	12,000
15 Total					
Boys' day					
10 New England	38,400	23,762	24,202	11,500	14,900
11 East	48,600	23,558	24,995	9,172	17,000
15 Middle Atlantic	54,150	22,500	22,404	12,000	14,776
6 Midwest	46,400	23,623	24,353	14,500	14,700
42 Total					
Boys' boarding					
9 New England	37,600	15,162	17,399	9,000	11,000
6 East	40,700	18,375	18,904	9,000	11,250
11 Middle Atlantic	36,100	19,750	18,223	9,500	11,750
5 Midwest	32,685	17,000	19,100	9,880	11,450
31 Total					
Coed day					
38 New England	43,950	21,000	20,860	10,000	14,000
55 East	50,290	23,000	22,769	8,000	15,615
49 Middle Atlantic	44,500	20,000	20,361	8,200	14,300
66 Southeast	43,000	19,580	20,216	10,500	14,615
43 Midwest	54,400	21,479	22,555	10,600	14,500
31 Southwest	45,500	23,000	22,889	11,700	16,000
38 West	41,760	23,700	23,946	9,000	16,000
320 Total					
Coed day elem.					
40 New England	43,400	19,050	18,951	6,300	13,800
21 East	40,000	20,500	21,079	13,000	15,000
40 Middle Atlantic	35,000	18,000	18,249	10,000	12,993
21 Southeast	33,600	18,263	18,386	6,500	14,000
16 Midwest	44,100	20,000	19,389	12,000	14,000
12 Southwest	38,500	20,447	20,310	10,000	15,500
21 West	42,294	22,604	22,135	13,128	15,800
171 Total					
Coed boarding					
45 New England	43,500	18,000	18,789	9,000	11,000
12 East	27,000	14,500	15,124	9,000	10,100
6 Middle Atlantic	35,500	18,303	18,172	10,500	11,368
5 Southeast	28,500	19,450	17,715	10,335	12,084
10 Midwest	39,300	18,287	19,172	9,045	11,262
8 Southwest	34,928	15,874	16,544	7,000	10,850
10 West	31,500	15,897	16,452	8,000	10,000
96 Total					

Table 13. Teacher Salary Ranges, 1986-87

Schools	Highest salaries	Median salaries	Lowest salaries
82 Girls' day			
Range	11,000-43,000	8,900-31,250	8,000-20,500
Top 10%	37,823-43,000	27,100-31,250	18,500-20,500
Mid 50%	24,863-34,000	18,900-23,919	14,435-17,000
Median	28,762	21,000	15,630
24 Girls' boarding			
Range	16,000-34,500	11,000-24,000	10,000-17,850
Top 10%	32,990-34,500	23,046-24,000	16,000-17,850
Mid 50%	22,000-28,000	16,000-20,500	11,500-14,112
Median	24,953	19,149	12,859
50 Boys' day			
Range	22,500-54,150	14,770-32,983	9,172-23,500
Top 10%	42,500-54,150	30,000-32,983	19,100-23,500
Mid 50%	30,800-38,000	21,459-26,040	14,900-18,150
Median	35,000	23,558	16,300
36 Boys' boarding			
Range	15,000-40,700	11,880-25,050	9,000-20,000
Top 10%	35,500-40,700	23,900-25,050	15,744-20,000
Mid 50%	21,400-31,000	15,000-20,500	10,303-13,500
Median	24,750	18,100	12,000
320 Coed day			
Range	14,900-54,400	9,000-35,000	8,000-22,735
Top 10%	38,690-54,400	26,300-35,000	18,374-22,735
Mid 50%	26,000-34,700	18,639-24,000	14,000-16,977
Median	30,996	21,529	15,400
171 Coed day elem.			
Range	7,700-44,100	6,500-29,700	6,300-21,866
Top 10%	34,413-44,100	24,000-29,700	18,200-21,866
Mid 50%	22,076-29,496	17,105-22,000	13,120-16,500
Median	25,986	19,420	15,000
94 Coed boarding			
Range	14,500-43,500	10,275-27,500	7,000-16,934
Top 10%	39,000-43,500	23,420-27,500	14,140-16,934
Mid 50%	21,473-31,500	14,000-19,900	10,300-12,500
Median	25,750	17,550	11,143

4. Administrator and Staff Salaries, 1986-87

Tables 14-31 present 1986-87 annual cash salaries paid to administrators and other personnel in U.S. active member schools according to school type and enrollment. (Enrollment categories are based on 1985-86 enrollment data.) Only full-time salaries are given. Figures in the "No." column indicate the number of schools reporting salaries for a particular position. The top 10 per cent range of salaries is given when 15 or more schools reported. Where there were 25 or more responses, the mid 50 per cent range (from the 25th to 75th percentiles) is also given. "N/a" indicates that data were not available because too few schools reported.

To ensure confidentiality, data are not presented for categories of schools consisting of less then five schools, but are presented for categories of exactly five schools when all five schools reported. Salaries are also not presented where only one school in a category reported, regardless of the number of schools in the category. When none or too few schools reported in a particular category, the category does not appear in the table. The total number of reporting schools in each category is given in Table 32, on page 37.

Salaries are reported for the following positions.

Table	Position	Page
14	School president	19
15	School head	20
16	Associate head	21
17	Assistant head	22
18	Upper school head	23
19	Middle school head	24
20	Lower school head	25
21	Business officer	26
22	Development officer	27
23	Admission officer	28
24	Financial aid officer	29
25	Alumni/ae officer.	30
26	Dean of students	31
27	Director of studies/academic dean	32
28	Athletic director	33
29	Librarian	34
30	College counselor	35
31	Academic department head	36

Table 14. School President Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Boys' schools					
201-350					
Boarding	3	27,500- 50,000	n/a	n/a	39,930
Over 500					
Day	2	52,737- 56,354	n/a	n/a	54,545
Coed schools					
201-350					
Day	9	31,000- 68,000	n/a	n/a	42,000
Boarding	5	36,000- 84,000	n/a	n/a	45,400
351-500					
Boarding	3	57,000- 65,000	n/a	n/a	61,020
Over 500					
Day	13	45,864-100,000	n/a	n/a	78,000

Table 15. School Head Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Day	4	37,500- 50,000	n/a	n/a	42,680
Boarding	13	26,300- 62,000	n/a	n/a	47,000
201-350					
Day	17	25,000- 75,000	61,000- 75,000	n/a	45,000
Boarding	6	52,500- 67,500	n/a	n/a	59,145
351-500					
Day	17	20,243- 85,000	74,000- 85,000	n/a	57,750
Over 500					
Day	22	19,500- 85,000	82,000- 85,000	n/a	56,620
Boys' schools					
Under 101					
Boarding	6	25,000- 41,114	n/a	n/a	29,175
101-200					
Boarding	10	29,000- 63,250	n/a	n/a	43,350
201-350					
Day	16	32,000- 77,400	75,000- 77,400	n/a	57,650
Boarding	8	42,800- 88,000	n/a	n/a	72,500
351-500					
Day	5	45,000- 84,500	n/a	n/a	62,750
Over 500					
Day	18	44,200-100,000	82,500-100,000	n/a	70,350
Coed schools					
Under 101					
Day	11	13,500- 68,000	n/a	n/a	34,072
Boarding	12	25,000- 46,000	n/a	n/a	34,750
101-200					
Day	85	25,000- 70,000	52,800- 70,000	34,650- 45,000	40,000
Boarding	24	24,000- 65,000	52,000- 65,000	n/a	43,295
201-350					
Day	120	30,000- 75,000	60,234- 75,000	42,600- 55,000	49,469
Boarding	33	25,000- 75,000	71,000- 75,000	47,600- 65,000	60,000
351-500					
Day	82	35,000- 90,000	71,600- 90,000	51,500- 64,000	56,300
Boarding	9	44,500- 91,000	n/a	n/a	66,000
Over 500					
Day	125	40,000-112,500	86,767-112,500	59,000- 76,230	68,000
Boarding	9	55,000- 88,300	n/a	n/a	77,500

Table 16. Associate Head Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
201-350					
Day	2	20,800-35,000	n/a	n/a	27,900
Boarding	2	28,875-44,625	n/a	n/a	36,750
Over 500					
Day	3	36,000-50,000	n/a	n/a	38,000
Boys' schools					
201-350					
Boarding	3	35,000-67,380	n/a	n/a	38,600
Over 500					
Day	4	42,516-49,350	n/a	n/a	44,350
Coed schools					
101-200					
Day	4	19,000-25,000	n/a	n/a	23,240
201-350					
Day	10	22,000-48,000	n/a	n/a	33,763
Boarding	4	28,900-44,000	n/a	n/a	37,500
351-500					
Day	5	32,140-48,617	n/a	n/a	41,000
Over 500					
Day	7	39,000-68,000	n/a	n/a	44,250
Boarding	4	36,500-63,000	n/a	n/a	49,250

Table 17. Assistant Head Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Boarding	3	33,000-40,500	n/a	n/a	35,000
201-350					
Day	4	26,000-40,000	n/a	n/a	32,000
Boarding	3	31,500-40,000	n/a	n/a	40,000
351-500					
Day	4	30,000-38,550	n/a	n/a	32,875
Over 500					
Day	6	36,700-47,950	n/a	n/a	39,260
Boys' schools					
Under 101					
Boarding	3	15,000-23,300	n/a	n/a	17,000
101-200					
Boarding	6	18,198-48,875	n/a	n/a	29,500
201-350					
Day	10	33,066-65,775	n/a	n/a	41,000
Boarding	6	30,500-40,000	n/a	n/a	36,150
351-500					
Day	3	34,980-50,000	n/a	n/a	41,000
Over 500					
Day	6	38,000-50,500	n/a	n/a	42,284
Coed schools					
Under 101					
Boarding	6	14,500-28,000	n/a	n/a	22,925
101-200					
Day	33	13,700-43,200	37,800-43,200	24,000-30,000	26,000
Boarding	12	20,000-36,000	n/a	n/a	26,630
201-350					
Day	50	18,000-43,600	39,250-43,600	27,000-36,685	32,000
Boarding	23	22,000-44,888	40,000-44,888	n/a	31,500
351-500					
Day	32	25,500-58,100	48,900-58,100	33,400-42,600	36,815
Boarding	5	30,000-50,000	n/a	n/a	38,000
Over 500					
Day	44	21,000-68,000	59,438-68,000	37,000-53,000	44,460
Boarding	4	28,100-42,200	n/a	n/a	37,300

Table 18. Upper School Head Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Boarding	2	24,000-25,000	n/a	n/a	24,500
201-350					
Day	8	27,200-36,144	n/a	n/a	30,150
351-500					
Day	14	19,000-46,500	n/a	n/a	35,620
Over 500					
Day	21	24,890-45,275	43,155-45,275	n/a	39,750
Boys' schools					
101-200					
Boarding	3	24,650-31,000	n/a	n/a	29,000
201-350					
Day	7	28,200-52,550	n/a	n/a	35,800
351-500					
Day	3	36,880-41,500	n/a	n/a	41,000
Over 500					
Day	13	22,470-54,150	n/a	n/a	44,000
Coed schools					
101-200					
Day	18	15,000-34,000	33,363-34,000	n/a	24,300
Boarding	2	15,000-24,675	n/a	n/a	19,837
201-350					
Day	50	17,785-45,000	36,750-45,000	22,750-33,900	26,050
Boarding	3	20,000-33,600	n/a	n/a	21,805
351-500					
Day	47	23,000-43,500	40,150-43,500	28,100-36,500	33,720
Boarding	3	26,000-40,080	n/a	n/a	38,167
Over 500					
Day	133	26,500-69,800	50,600-69,800	35,694-46,000	40,068

Table 19. Middle School Head Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
201-350					
Day	7	24,000-36,000	n/a	n/a	28,000
351-500					
Day	14	17,779-41,000	n/a	n/a	30,800
Over 500					
Day	18	23,100-54,000	43,850-54,000	n/a	37,250
Boys' schools					
201-350					
Day	8	26,000-46,500	n/a	n/a	35,133
351-500					
Day	5	27,800-40,698	n/a	n/a	34,100
Over 500					
Day	14	26,500-54,150	n/a	n/a	37,650
Coed schools					
101-200					
Day	16	15,850-33,000	28,080-33,000	n/a	20,875
Boarding	2	20,290-25,000	n/a	n/a	22,645
201-350					
Day	45	14,050-44,000	37,000-44,000	21,700-30,300	25,000
Boarding	3	14,900-20,500	n/a	n/a	18,000
351-500					
Day	53	22,000-39,500	38,000-39,500	27,500-33,200	30,000
Boarding	2	24,000-30,250	n/a	n/a	27,125
Over 500					
Day	119	20,000-69,800	44,800-69,800	32,000-40,905	36,300

Table 20. Lower School Head Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
201-350					
Day	9	14,000-36,800	n/a	n/a	26,500
351-500					
Day	14	22,000-43,000	n/a	n/a	32,300
Over 500					
Day	23	24,809-42,000	41,000-42,000	n/a	33,750
Boys' schools					
201-350					
Day	10	18,000-46,500	n/a	n/a	27,225
Boarding	2	14,700-38,362	n/a	n/a	26,531
351-500					
Day	3	25,942-40,000	n/a	n/a	33,750
Over 500					
Day	14	21,400-46,000	n/a	n/a	40,000
Coed schools					
101-200					
Day	24	14,000-32,408	30,300-32,408	n/a	22,959
201-350					
Day	64	15,500-43,500	37,500-43,500	23,000-32,000	26,509
351-500					
Day	59	16,136-42,700	41,189-42,700	27,000-34,875	30,800
Over 500					
Day	120	22,400-68,000	45,800-68,000	33,280-42,350	36,775

Table 21. Business Officer Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Day	6	19,000-33,170	n/a	n/a	24,550
Boarding	12	14,200-42,000	n/a	n/a	30,500
201-350					
Day	15	13,000-42,000	41,500-42,000	n/a	30,000
Boarding	7	29,500-54,216	n/a	n/a	46,725
351-500					
Day	18	20,243-55,000	45,200-55,000	n/a	35,407
Over 500					
Day	25	13,000-58,000	54,000-58,000	33,000-45,100	40,940
Boys' schools					
Under 101					
Boarding	3	10,500-25,000	n/a	n/a	19,000
101-200					
Boarding	10	20,000-40,000	n/a	n/a	30,784
201-350					
Day	15	18,500-46,000	45,000-46,000	n/a	30,500
Boarding	9	21,000-45,000	n/a	n/a	33,000
351-500					
Day	7	22,500-41,000	n/a	n/a	36,000
Over 500					
Day	19	32,000-62,000	52,300-62,000	n/a	44,000
Coed schools					
Under 101					
Day	5	10,000-35,000	n/a	n/a	21,000
Boarding	9	14,000-29,000	n/a	n/a	21,800
101-200					
Day	47	11,900-40,000	29,000-40,000	18,350-25,000	22,000
Boarding	23	14,500-45,000	39,600-45,000	n/a	26,500
201-350					
Day	114	13,700-45,000	38,000-45,000	22,150-33,000	28,000
Boarding	35	23,000-58,000	55,500-58,000	30,000-42,500	35,700
351-500					
Day	77	16,000-60,750	46,825-60,750	28,000-40,000	33,500
Boarding	10	29,500-58,500	n/a	n/a	49,750
Over 500					
Day	140	17,000-72,000	57,000-72,000	35,600-49,000	41,787
Boarding	10	45,000-67,000	n/a	n/a	55,750

Table 22. Development Officer Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Day	4	18,000-32,700	n/a	n/a	23,500
Boarding	10	15,000-50,000	n/a	n/a	28,100
201-350					
Day	19	15,800-47,500	37,450-47,500	n/a	26,000
Boarding	7	25,000-43,200	n/a	n/a	35,000
351-500					
Day	19	20,988-42,500	38,000-42,500	n/a	30,000
Over 500					
Day	23	17,000-46,700	42,700-46,700	n/a	36,500
Boys' schools					
101-200					
Boarding	7	24,000-41,500	n/a	n/a	28,000
201-350					
Day	17	19,500-51,000	38,374-51,000	n/a	28,000
Boarding	10	25,500-57,500	n/a	n/a	33,500
351-500					
Day	6	20,000-47,614	n/a	n/a	38,212
Over 500					
Day	17	25,000-56,008	46,600-56,008	n/a	40,000
Coed schools					
Under 101					
Boarding	9	14,000-24,000	n/a	n/a	17,000
101-200					
Day	32	15,000-43,000	35,000-43,000	18,000-25,000	22,235
Boarding	21	15,500-33,000	30,000-33,000	n/a	25,000
201-350					
Day	82	12,500-45,000	33,000-45,000	20,000-28,300	24,000
Boarding	31	15,500-52,949	44,500-52,949	28,000-40,400	35,000
351-500					
Day	67	15,925-44,100	39,000-44,100	26,000-32,500	30,000
Boarding	8	33,000-65,000	n/a	n/a	42,875
Over 500					
Day	120	14,000-68,000	49,625-68,000	30,000-42,400	36,000
Boarding	10	40,000-61,800	n/a	n/a	46,500

Table 23. Admission Officer Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Day	3	16,000-26,500	n/a	n/a	18,400
Boarding	12	15,000-31,200	n/a	n/a	22,000
201-350					
Day	18	10,000-35,845	31,500-35,845	n/a	22,500
Boarding	6	23,500-30,700	n/a	n/a	28,845
351-500					
Day	17	17,500-33,600	33,000-33,600	n/a	26,500
Over 500					
Day	22	18,000-40,000	37,015-40,000	n/a	27,905
Boys' schools					
Under 101					
Boarding	3	14,000-22,000	n/a	n/a	18,620
101-200					
Boarding	9	17,500-33,000	n/a	n/a	26,000
201-350					
Day	9	24,000-42,877	n/a	n/a	28,095
Boarding	11	22,000-39,770	n/a	n/a	25,500
351-500					
Day	6	19,500-34,131	n/a	n/a	28,757
Over 500					
Day	15	10,500-47,000	46,700-47,000	n/a	33,000
Coed schools					
Under 101					
Day	5	6,800-36,500	n/a	n/a	19,300
Boarding	10	11,200-36,100	n/a	n/a	18,880
101-200					
Day	26	14,634-43,200	34,000-43,200	21,000-25,700	22,450
Boarding	22	11,032-34,500	29,200-34,500	n/a	23,000
201-350					
Day	62	10,000-39,000	31,500-39,000	20,000-28,425	25,000
Boarding	36	16,000-48,000	36,700-48,000	24,000-32,000	28,550
351-500					
Day	56	16,200-42,500	36,700-42,500	23,700-31,500	29,000
Boarding	10	23,700-37,600	n/a	n/a	31,650
Over 500					
Day	125	12,000-52,000	41,000-52,000	27,960-36,000	32,000
Boarding	10	22,000-41,400	n/a	n/a	29,950

Table 24. Financial Aid Officer Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Boys' schools					
201-350					
Boarding	2	22,600-31,900	n/a	n/a	27,250
Over 500					
Day	3	32,600-54,150	n/a	n/a	33,000
Coed schools					
201-350					
Boarding	4	20,854-41,000	n/a	n/a	25,500
351-500					
Boarding	2	22,500-34,700	n/a	n/a	28,600
Over 500					
Day	10	20,000-37,100	n/a	n/a	30,317
Boarding	6	21,400-30,000	n/a	n/a	25,447

Table 25. Alumni/ae Officer Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Boarding	3	14,520-24,300	n/a	n/a	16,650
201-350					
Day	4	14,360-22,700	n/a	n/a	20,000
Boarding	6	19,000-23,665	n/a	n/a	20,100
351-500					
Day	4	26,000-33,000	n/a	n/a	30,500
Over 500					
Day	13	10,000-27,755	n/a	n/a	20,350
Boys' schools					
201-350					
Boarding	5	13,500-20,000	n/a	n/a	18,000
351-500					
Day	3	15,950-33,000	n/a	n/a	31,000
Over 500					
Day	8	20,000-45,000	n/a	n/a	24,624
Coed schools					
Under 101					
Boarding	3	11,122-26,000	n/a	n/a	14,750
101-200					
Day	3	11,000-26,600	n/a	n/a	17,850
Boarding	6	11,800-24,000	n/a	n/a	12,922
201-350					
Day	7	15,500-28,000	n/a	n/a	20,000
Boarding	20	13,000-47,700	35,000-47,700	n/a	21,500
351-500					
Day	16	12,600-32,500	24,971-32,500	n/a	17,250
Boarding	8	18,000-37,500	n/a	n/a	29,000
Over 500					
Day	57	11,600-45,000	39,900-45,000	19,800-28,772	23,200
Boarding	9	24,000-43,500	n/a	n/a	32,500

Table 26. Dean of Students Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Day	5	15,730-27,500	n/a	n/a	19,000
Boarding	8	16,630-30,000	n/a	n/a	22,550
201-350					
Day	8	18,800-32,619	n/a	n/a	25,150
Boarding	6	23,250-30,000	n/a	n/a	26,462
351-500					
Day	9	15,692-35,000	n/a	n/a	27,000
Over 500					
Day	7	17,590-31,200	n/a	n/a	29,000
Boys' schools					
101-200					
Boarding	3	18,000-24,700	n/a	n/a	18,000
201-350					
Day	5	21,321-35,709	n/a	n/a	23,000
Boarding	4	24,000-29,300	n/a	n/a	25,250
351-500					
Day	2	19,080-30,000	n/a	n/a	24,540
Over 500					
Day	9	28,600-44,000	n/a	n/a	37,000
Coed schools					
Under 101					
Boarding	10	14,000-22,300	n/a	n/a	20,120
101-200					
Day	9	16,500-26,100	n/a	n/a	19,500
Boarding	18	15,100-27,000	26,566-27,000	n/a	20,829
201-350					
Day	33	17,286-38,000	34,000-38,000	25,000-30,700	28,000
Boarding	26	14,000-39,650	33,000-39,650	21,600-30,000	25,000
351-500					
Day	24	19,000-42,500	35,100-42,500	n/a	32,000
Boarding	8	14,950-39,000	n/a	n/a	30,750
Over 500					
Day	77	20,838-48,800	41,000-48,800	29,500-35,000	32,000
Boarding	9	25,000-48,500	n/a	n/a	34,200

Table 27. Director of Studies/Academic Dean Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Day	4	23,364-35,320	n/a	n/a	28,350
Boarding	6	16,500-27,000	n/a	n/a	24,250
201-350					
Day	8	21,400-46,500	n/a	n/a	30,200
Boarding	4	29,000-32,000	n/a	n/a	30,093
351-500					
Day	9	20,000-38,840	n/a	n/a	33,200
Over 500					
Day	10	29,775-44,831	n/a	n/a	35,784
Boys' schools					
101-200					
Boarding	5	20,300-30,000	n/a	n/a	23,850
201-350					
Day	3	32,000-36,750	n/a	n/a	35,709
Boarding	10	21,600-36,060	n/a	n/a	25,750
351-500					
Day	2	38,400-42,335	n/a	n/a	40,367
Over 500					
Day	4	27,000-46,400	n/a	n/a	43,750
Coed schools					
Under 101					
Day	3	16,000-22,500	n/a	n/a	17,000
Boarding	5	19,600-23,000	n/a	n/a	21,000
101-200					
Day	10	17,000-38,000	n/a	n/a	22,075
Boarding	19	15,795-46,542	28,300-46,542	n/a	23,000
201-350					
Day	28	15,500-45,000	39,425-45,000	24,800-35,000	27,650
Boarding	28	18,000-35,854	35,200-35,854	23,500-32,500	26,700
351-500					
Day	23	23,900-47,000	42,175-47,000	n/a	30,720
Boarding	8	27,250-37,800	n/a	n/a	33,150
Over 500					
Day	55	20,200-67,000	47,780-67,000	31,500-42,000	34,500
Boarding	8	26,500-48,750	n/a	n/a	35,250

Table 28. Athletic Director Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Day	6	12,700-22,300	n/a	n/a	16,876
Boarding	8	12,000-25,000	n/a	n/a	15,187
201-350					
Day	13	15,145-31,400	n/a	n/a	21,000
Boarding	6	13,000-27,860	n/a	n/a	24,250
351-500					
Day	17	15,000-34,920	31,000-34,920	n/a	22,600
Over 500					
Day	20	21,300-38,460	36,000-38,460	n/a	30,837
Boys' schools					
101-200					
Boarding	7	14,800-28,000	n/a	n/a	20,070
201-350					
Day	17	19,500-41,300	38,000-41,300	n/a	28,400
Boarding	12	19,400-34,065	n/a	n/a	24,160
351-500					
Day	8	29,500-36,268	n/a	n/a	31,500
Over 500					
Day	18	24,000-47,500	44,000-47,500	n/a	36,053
Coed schools					
Under 101					
Boarding	7	11,000-34,750	n/a	n/a	14,098
101-200					
Day	28	11,000-25,500	24,500-25,500	14,500-22,033	20,065
Boarding	20	14,000-30,000	23,800-30,000	n/a	17,350
201-350					
Day	90	14,500-38,400	29,251-38,400	20,000-26,175	23,000
Boarding	31	14,000-39,350	31,650-39,350	20,000-28,500	24,000
351-500					
Day	62	18,500-41,400	33,700-41,400	24,100-30,000	26,315
Boarding	10	14,000-34,928	n/a	n/a	24,600
Over 500					
Day	139	19,080-53,600	42,400-53,600	26,775-35,360	30,640
Boarding	10	27,250-50,000	n/a	n/a	31,500

Table 29. Librarian Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Day	5	14,200-22,000	n/a	n/a	18,585
Boarding	11	10,000-25,084	n/a	n/a	18,500
201-350					
Day	16	14,500-29,500	26,292-29,500	n/a	20,199
Boarding	6	19,166-24,300	n/a	n/a	23,100
351-500					
Day	20	15,100-34,650	27,500-34,650	n/a	22,550
Over 500					
Day	22	18,800-34,339	30,500-34,339	n/a	25,650
Boys' schools					
101-200					
Boarding	9	13,869-23,800	n/a	n/a	18,500
201-350					
Day	16	11,800-34,750	31,487-34,750	n/a	19,779
Boarding	10	7,000-25,000	n/a	n/a	17,375
351-500					
Day	7	19,000-32,407	n/a	n/a	21,369
Over 500					
Day	20	20,600-40,800	35,600-40,800	n/a	25,700
Coed schools					
Under 101					
Boarding	5	7,000-15,000	n/a	n/a	13,500
101-200					
Day	37	10,000-27,783	19,970-27,783	15,500-18,513	17,000
Boarding	17	9,000-23,159	22,750-23,159	n/a	15,000
201-350					
Day	108	11,000-30,000	25,000-30,000	16,700-22,000	19,233
Boarding	32	12,540-28,500	25,500-28,500	16,000-20,000	18,600
351-500					
Day	69	10,000-38,000	27,000-38,000	19,000-24,077	21,840
Boarding	10	14,500-34,700	n/a	n/a	22,030
Over 500					
Day	142	13,000-43,000	31,730-43,000	20,400-28,000	24,175
Boarding	10	18,000-33,800	n/a	n/a	27,750

Table 30. College Counselor Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Day	2	15,580-20,900	n/a	n/a	18,240
Boarding	7	16,000-23,750	n/a	n/a	19,000
201-350					
Day	13	15,000-29,000	n/a	n/a	21,656
Boarding	4	20,000-28,300	n/a	n/a	22,500
351-500					
Day	18	15,000-40,000	35,650-40,000	n/a	25,750
Over 500					
Day	18	15,500-52,000	44,500-52,000	n/a	28,696
Boys' schools					
101-200					
Boarding	6	18,000-21,750	n/a	n/a	19,250
201-350					
Day	6	24,000-30,546	n/a	n/a	28,416
Boarding	8	18,000-29,400	n/a	n/a	23,620
351-500					
Day	6	18,803-35,400	n/a	n/a	27,250
Over 500					
Day	11	21,900-40,000	n/a	n/a	34,500
Coed schools					
Under 101					
Boarding	3	12,000-16,695	n/a	n/a	14,500
101-200					
Day	6	16,000-29,750	n/a	n/a	24,863
Boarding	7	15,000-25,500	n/a	n/a	17,819
201-350					
Day	35	11,000-35,000	33,000-35,000	19,950-28,500	23,000
Boarding	32	13,000-41,445	34,500-41,445	20,000-32,000	25,225
351-500					
Day	28	17,000-38,170	36,750-38,170	20,950-30,088	26,400
Boarding	11	22,000-42,500	n/a	n/a	29,500
Over 500					
Day	108	17,400-49,500	40,000-49,500	26,000-35,880	30,126
Boarding	10	26,218-41,000	n/a	n/a	32,350

Table 31. Academic Department Head Salaries, 1986-87

Enrollment/ School type	No.	Range	Top 10%	Mid 50%	Median
Girls' schools					
101-200					
Boarding	4	22,700-28,000	n/a	n/a	23,995
201-350					
Day	3	21,300-35,000	n/a	n/a	27,400
Boarding	5	19,505-34,500	n/a	n/a	28,200
351-500					
Day	10	24,000-41,000	n/a	n/a	31,357
Over 500					
Day	10	28,183-43,000	n/a	n/a	35,900
Boys' schools					
101-200					
Boarding	2	23,000-24,000	n/a	n/a	23,500
201-350					
Day	5	25,470-41,550	n/a	n/a	34,500
Boarding	5	16,600-36,100	n/a	n/a	30,500
351-500					
Day	3	26,000-37,320	n/a	n/a	32,000
Over 500					
Day	9	21,143-46,400	n/a	n/a	38,000
Coed schools					
Under 101					
Boarding	5	14,500-21,000	n/a	n/a	19,335
101-200					
Day	3	22,000-37,415	n/a	n/a	28,500
Boarding	9	15,000-27,000	n/a	n/a	20,700
201-350					
Day	27	15,900-38,605	35,000-38,605	22,000-30,995	26,000
Boarding	18	20,000-35,930	33,166-35,930	n/a	26,250
351-500					
Day	24	15,000-38,800	36,223-38,800	n/a	28,800
Boarding	7	20,100-40,000	n/a	n/a	30,100
Over 500					
Day	76	17,600-54,400	41,600-54,400	28,500-37,848	33,624
Boarding	4	27,757-53,000	n/a	n/a	34,625

Table 32. Number of Schools Reporting Administrator Salaries, 1986-87

Enrollment/ School type	Girls' schools	Boys' schools	Coed schools
Under 101			
Day	2	0	15
Boarding	3	7	14
101-200			
Day	6	2	90
Boarding	14	11	27
201-350			
Day	21	20	141
Boarding	7	13	36
351-500			
Day	26	8	95
Boarding	0	2	11
Over 500			
Day	28	21	158
Boarding	0	5	10
	107	89	597

5. Canadian Schools, 1986-87

Tables 33-35 present tuition and salary data for NAIS affiliate member schools in Canada for the 1986-87 school year. The schools were asked to report all figures in Canadian dollars. Explanatory notes to the tables may be found in the introductions to Sections 2, 3, and 4, above.

Table 33. Tuition Fees of Canadian Schools, 1986-87

	Grade	No.	Range	Median
Girls' day	PS	1	5,900	5,900
	K	2	3,250- 5,900	4,575
	1	9	2,840- 6,200	3,975
	3	9	2,990- 6,200	4,100
	6	9	3,310- 6,200	4,200
	9	10	3,200- 6,200	4,687
	12	8	4,350- 6,200	5,192
Girls' boarding	6	1	11,850	11,850
	9	6	10,700-12,550	11,635
	12	6	10,700-12,550	11,985
Boys' day	3	3	4,010- 6,800	4,225
	6	4	4,340- 7,400	5,787
	9	8	4,610- 8,150	6,775
	12	8	5,000- 8,150	6,775
Boys' boarding	6	2	10,970-11,750	11,360
	9	7	11,240-12,875	12,400
	12	7	11,975-12,875	12,400
Coed day	PS	1	4,245	4,245
	K	3	3,350- 5,220	4,245
	1	4	3,286- 5,220	3,797
	3	4	3,286- 5,220	3,797
	6	6	3,350- 6,725	5,020
	9	10	3,750- 7,900	5,550
	12	9	3,750- 8,200	5,875
Coed boarding	6	2	11,900-12,100	12,000
	9	7	9,460-12,875	12,200
	12	7	10,100-12,875	12,200

Table 34. Teacher Salaries in Canadian Schools, 1986-87

By school type	High	Median	Mean	Low	Beginning teachers
9 Girls' day schools	50,217	35,128	33,381	21,300	20,434
4 Boys' day schools	52,350	44,765	41,324	22,000	22,725
3 Coed day schools	52,000	35,789	36,187	21,000	21,949
6 Coed boarding schools	49,441	25,667	26,628	7,500	19,187
22					

Salary ranges	Highest salaries	Median salaries	Lowest salaries
27 schools			
Range	11,000-52,350	9,250-47,200	7,500-27,780
Top 10%	51,630-52,350	44,184-47,200	26,800-27,780
Mid 50%	37,500-49,441	29,530-39,000	21,000-24,786
Median	43,491	32,915	23,000

For beginning teachers	Range	Median
23 schools	7,500-24,500	21,000

Table 35. Administrator Salaries in Canadian Schools, 1986-87

Position	No.	Range	Median
School president	0	n/a	n/a
School head	25	26,000-90,000	63,268
Associate head	5	26,000-65,000	53,000
Assistant head	11	45,000-58,000	50,217
Upper school head	4	n/a	n/a
Middle school head	4	n/a	n/a
Lower school head	15	14,000-70,000	47,000
Business officer	21	13,000-64,000	42,000
Development officer	15	27,500-55,000	42,000
Admission officer	7	27,176-57,200	34,000
Financial aid officer	1	n/a	n/a
Alumni/ae officer	3	n/a	n/a
Dean of students	4	n/a	n/a
Director of studies	9	32,287-52,000	47,000
Athletic director	11	9,000-47,900	40,397
Librarian	14	13,000-44,100	38,444
College counselor	7	30,876-51,000	45,510
Academic department head	8	30,376-51,632	44,403